

## University of California's State Budget Allocation Should Not Limit Researcher and Technical Pay Raises

**Summary:** UC has for many years used the state budget allocation for raises as a maximum for raises for all employees despite the fact that the state only contributes 18% of UC's budget. Most other fund sources have built in escalators for raises. Approximately 30% of researchers and technicians leave UC annually, many because UC pay lags market rates by 20% or more.

**Action requested:** Disallow UC from using the California state budget as a ceiling for raises.

### **Background:**

#### **Researcher and technician turnover very high endangering research, teaching and public service**

- 32% of UC's laboratory employees turnover annually
- New hires take about 6 months to be fully trained
- 68% of laboratory employees have 5 years or fewer of experience

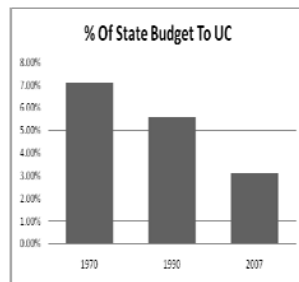
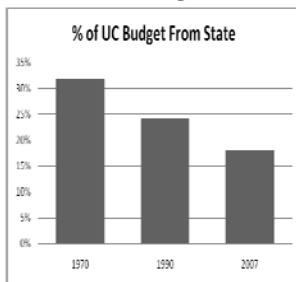
#### **Researchers & technicians are backbone of UC facilities**

- Animal care: husbandry and health checks
- Computer support: campus network, workstations
- Theater: technical support staff
- Labs: design, setup, perform and analyze experiments

#### **Researcher and technician pay lags market**

- Staff Research Associates/Lab Assistants: at least 20%
- Animal Techs: 10%
- Computer Resource Specialists: 15%

#### **UC state funding declines**



#### **Most fund sources include annual escalators for raises**

- National Institutes of Health grants, which account for more than \$1 billion of UC's income, have escalators of 3% to 4%
- Other granting agencies such as NSF, NASA, and DOD permit escalators as requested by UC
- More than 90% of researchers and technicians work either directly on grant funds or on recharge funds that come from research grants and UC enterprises (hospitals, theaters, etc.) all of whose budgets include annual raises independent of the state budget allocation for UC
- Federal funding guidelines prohibit UC from discriminating against workers based on the fund source they are paid from according to OMB Circular A21

#### **UC does not use state budget allocation to limit raises for hospital workers**

- Nurses, other health care professionals and patient care technical workers all receive substantially higher pay raises than UC receives from the state for raises
- UC nurses settled a contract in March 2008 with at least 6% raises while UC expects to get 0% or less from the state